



**ORG-Transformation-Group, LLC**

*Transforming Your Organization to Peak Performance*

# GROW MODEL WORKSHEET

4  
Will

1  
Goal

3  
Options

2  
Reality



4  
**Will**

- Which option or options do you choose?
- Will this address your goal?
- When precisely are you going to start and finish each action/step?
- What will it cost you if you don't take action?
- What will you gain if you do take action?
- What might get in the way (personal resistance and external factors)?
- What will you do to eliminate these external and internal factors?
- Who needs to know what your plans are?
- What commitment on a 1-10 scale do you have to taking the agreed actions?
- What do you need to do to get your commitment up to a 10?

1  
**Goal**

- What is it you would like to discuss?
- What specifically do you want to achieve?
- When do you want to achieve it by?
- How attainable is that?
- How important is it to you?
- How will you measure your success?
- How much personal control or influence do you have over your goal?
- What milestones are there on the way?
- What will you see, hear, and feel having achieved your goal?
- What effect will achieving this have in the longer term / on the bigger picture?

3  
**Options**

- What could you do to change the situation?
- What approaches have you seen in similar circumstances?
- Who might be able to help?
- What if you had... (More or less time, money, power, magic, want)?
- What is the right thing to do?
- What is the most courageous step to take?
- What else could you do?
- What would a wise old friend suggest?
- Which options are of interest to you?
- What are the benefits and costs of each?

2  
**Reality**

- What is happening now – relative to the situation?
- How do you know this is accurate or true?
- Who is involved (directly and indirectly)?
- When things are going badly on this issue, what happens to you?
- What happens to the others directly involved?
- What have you done, or tried to do, about this before?
- What effect did that have?
- What do you have that you're not using?
- What is really holding you back from finding a way forward?
- What do you think about what you have just said?



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## COACHING FOR PERFORMANCE WORKSHEET

4  
Will

3  
Goal

2  
Options

1  
Reality